Functional Working Team (FWT)
Overview

MISSION

- **Identify the functional requirements and performance characteristics for standard military personnel management and pay processes from field level data collection to headquarters database management that meet Service- specific and OSD-defined requirements for all components.**

- **Evaluate and validate the automated applications developed to support these requirements.**

- **Assist the Joint Program Management Office (JPMO) in test and evaluation of the standard military personnel management and pay system.**

FWT MEMBERS

- **Group Leader**
  - ~ **Allen Tidwell, OUSD (P&R)**
- **Army**
  - ~ **LTC Elmer G. Brown (Active)**
  - ~ **LTC William Castaldi (Guard)**
  - ~ **MAJ Kathy Kuklish (Active)**
  - ~ **CW4 Richard L. Ford (Active)**
  - ~ **CW2 Emilio Perez (Reserve)**
- **Navy**
  - ~ **LCDR Lois-Marie O'Konek (Active)**
  - ~ **LT Christina May (Active)**
- **Marine Corps**
  - ~ **LtCol Patty Taylor (Reserve)**
- **Air Force**
  - ~ **LtCol Bruce St. Cyr (Active)**
  - ~ **Capt Dierdra Austin (Active)**
  - ~ **CMSgt Roger Woody (Reserve)**
  - ~ **CMSgt Wesley McAfee (Active)**
  - ~ **MSGT Jose Inaldo (Active)**
  - ~ **MSGT Phil Vanek (Reserve)**
- **DFAS**
  - ~ **Dawn Reed (DFAS)**
- **J1**
  - ~ **LtCol Rod Eslinger (Joint Staff part time)**

STRATEGIC VISION

This vision reflects a jointly developed system that provides timely and appropriate military personnel and pay support and is responsive to the warfighting philosophy and quality of life initiatives of all components of the Total Force beyond the year 2000. Functions will be common, integrated, and, interoperable to support the entire spectrum of contingencies and operating locations.

STRATEGIC PLANNING GUIDANCE

- **Support the Total Force**
- **Identify Services' policy and process differences**
- **Capitalize on Service and Component commonalties**
- **Incorporate OSD-defined requirements**
- **Make no distinction between tactical and non-tactical environments**
- **Incorporate military pay, allowances and entitlements**

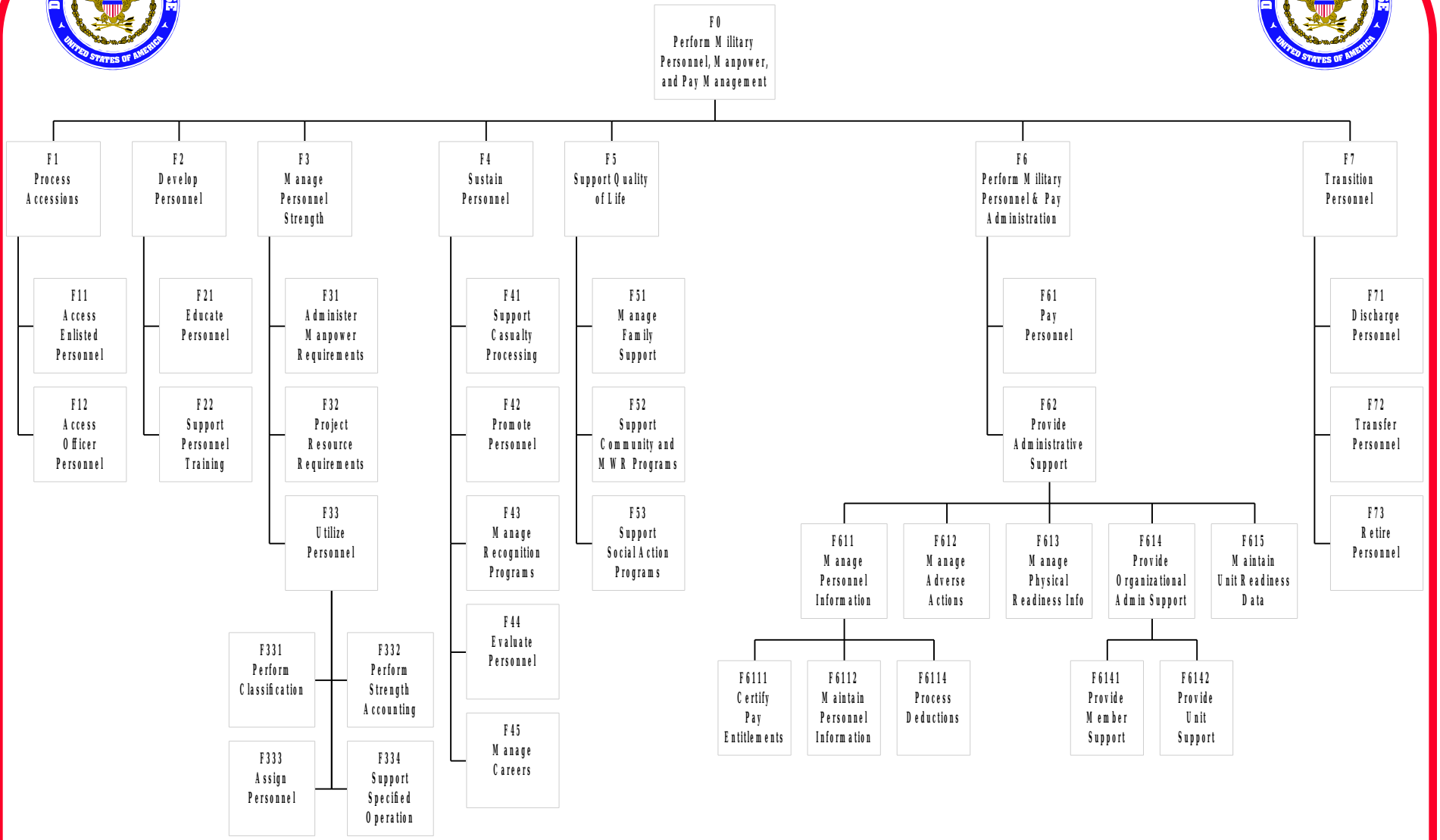
STRATEGIC PLANNING GUIDANCE
(Continued)

- **Provide visibility for:**
  - **Military personnel**
  - **Non-military personnel in support of Specified Operations**
- **Reduce legacy/stovepipe systems**
- **Reduce burden on customers by using simplified, single-source data entry system**
- **Use previous functional area analyses and work**

PROJECT DEFINITIONS EXAMPLES

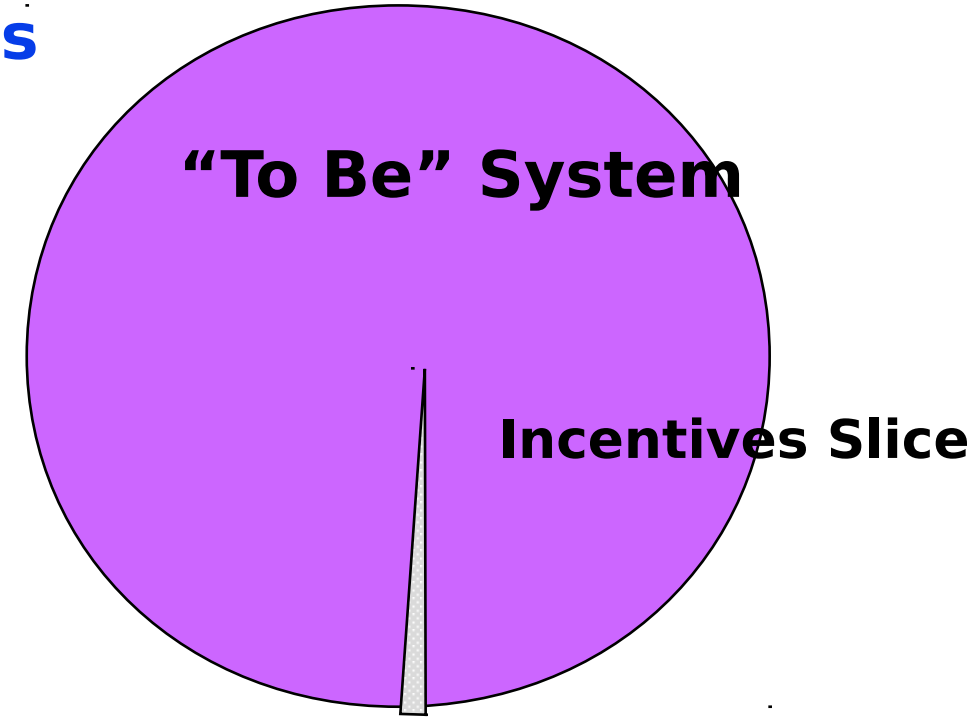
- **Function = Access Enlisted Personnel**
  - **Process = Administer Enlisted Accession Incentives**
    - **Activity = Process Enlistment Bonuses**
      - **Business Rule = Meets Education Level Requirements**
        - **Information Requirement = Test Scores**
- **Performance Characteristic = Response Time**

OBJECTIVE SYSTEM FUNCTIONAL HIERARCHY



ADMINISTER ENLISTED ACCESSION INCENTIVES

- **"To Be" process developed in workshops**



- **Functional requirements provided to JPMO and Navy Standard Integrated Personnel System (NSIPS) PMO**

SUMMARY

- **Develop Scope of the Objective System and Concept of Functional Operations for the 21st Century**

- **Document the full functionality and produce functional requirements for JPMO development of automated activities**

- **Develop Tactical integration Plan, and Test and Evaluation Criteria**

- **Evaluate and validate the integration of automated applications**